

## Georgia Library Quarterly

---

Volume 49

Issue 3 Summer 2012

Article 8

---

7-1-2012

# COMO White Paper - No Melting Pot: Results and Reflections from the 2011 Southeastern Federal Depository Coordinators Salary Survey Project

Yadira V. Payne

Woodworth Consolidated Library, Ft. Gordon, [yadira.v.payne.naf@mail.mil](mailto:yadira.v.payne.naf@mail.mil)

LuMarie Guth

Columbus State University, [lumarie.guth@wmich.edu](mailto:lumarie.guth@wmich.edu)

Chris Sharpe

Kennesaw State University, [csharpe@kennesaw.edu](mailto:csharpe@kennesaw.edu)

Follow this and additional works at: <https://digitalcommons.kennesaw.edu/glq>

---

### Recommended Citation

Payne, Yadira V.; Guth, LuMarie; and Sharpe, Chris (2012) "COMO White Paper - No Melting Pot: Results and Reflections from the 2011 Southeastern Federal Depository Coordinators Salary Survey Project," *Georgia Library Quarterly*: Vol. 49 : Iss. 3 , Article 8.  
Available at: <https://digitalcommons.kennesaw.edu/glq/vol49/iss3/8>

This Article is brought to you for free and open access by DigitalCommons@Kennesaw State University. It has been accepted for inclusion in Georgia Library Quarterly by an authorized editor of DigitalCommons@Kennesaw State University. For more information, please contact [digitalcommons@kennesaw.edu](mailto:digitalcommons@kennesaw.edu).



## **No Melting Pot: Results and Reflections from the 2011 Southeastern Federal Depository Coordinators Salary Survey Project**

**By Yadira Payne, LuMarie F. Guth, & Chris Sharpe**

### **INTRODUCTION**

Working in libraries, it is clear that there are many types of librarians with specific focuses and specializations. Government Documents (Government Information) Librarians are no different. As relatively new Federal Depository Coordinators the authors, Yadira V. Payne, Chris Sharpe, and LuMarie Guth, were interested in how their job responsibilities, position titles, and salaries compared to others in the region. No survey studies were found that included this information specifically about Government Information Librarians.

The authors launched the first Southeastern Federal Depository Coordinators Salary Survey in March 2011. The intent of the survey was less about salary comparison than it was about job responsibilities, qualifications, and education. From the results, the authors were able to extrapolate interesting and unexpected trends within their niche of librarianship. The diversity revealed through the project responses further reinforced the original idea that Government Information Librarians do not fall into a melting pot category.

### **REVIEW OF LITERATURE**

McMahon and Hand (2006) provide a how-to guide of salary surveys. They offer advice such as thinking forward to the survey analysis and only asking questions that will be used in the analysis, remembering that compensation will vary among places of work, and asking about

“job size” or the number of people a person supervises.

Toutkoushian edited two volumes exploring the issues in salary-equity studies in academia. Ferber and Loeb outlined the basis of salaries in academia: training, academic discipline, experience, and scholarly merit (publications, grants, teaching, service, etc) (as cited in Toutkoushian, 2002, p. 44). Salary in academia is complicated by the concept of salary compression, where newer faculty are given higher salaries because of their competitive market value, while experienced faculty do not receive comparable pay increases. Barbezat also hypothesizes that workers with more experience at the same university may be stigmatized as having lower quality because they have not been hired away (as cited in Toutkoushian, 2003, p. 25).

The American Association of Diabetes Educators (AADE) conducted a salary survey of diabetes educators in 2008. Diabetes educators, like librarians, have a variety of roles within their profession. Diabetes educators may comprise nurses, dietitians, pharmacists, social workers, and physicians, and AADE’s survey, like this survey, was a first effort to characterize their respective profession’s demographics, education, professional experience, roles, salaries and compensation. The analysis of the survey results showed credentials and experience made a difference in base pay (Tobin, 2009).

Examples of librarian salary surveys included those of medical librarians, visual librarians, and public librarians. The Medical Library Association has conducted several salary surveys. The results of the 2001 survey showed the medical librarians were still predominately white and unequal pay remained when comparing men and women. Aging of the workforce was a major concern and a focus on developing middle and entry level medical librarians to replace the senior librarians who will be eligible to retire in the near future was recommended (Wallace, McMullen, Group, & Corcoran, 2004). The Association of Visual Science Librarians surveyed its members in 1989 to evaluate levels of professional and financial support. Questions posed concerned the collections, staffing, professional status, salary and benefits. Watson and Kroll (1992) analyzed the last three aspects and noted that health science libraries had the highest mean salary among visual science librarians.

There have been only a few surveys that have focused on Government Document Librarians. Wilhite (2000) surveyed Oklahoma Government Document employees as part of creating service standards. It focused the attitudes and opinions on the workplace environment. Questions were asked about the employee's knowledge of the organization of the collection, coworker relationships,

satisfaction, services, and facilities. Two surveys of Government Document Librarians focused on their training and education. Cross and Richardson, Jr. (1999) found that most Government Document Librarians majored in either history or English for their undergraduate degree and did not plan on entering the Government Documents field. Yang (2001) had 244 respondents and the results indicated self-instruction was the way most Government Document Librarians gained their knowledge of their field and that there was a need for more classes on census publications and statistical data.

Again, no survey studies were found that specifically targeted Government Depository Librarians. The ALA-APA Salary Survey 2010 had a section "Government Documents/Publications Librarian." There were 79 national respondents listed in this section; there is no clarity as to how many of those respondents were in fact depository coordinators. The respondents from the 2009-2010 ARL Annual Salary Survey groups designates as "Documents/Maps." The assumption is that they are referring to Government Documents Librarians but it is not defined. There is no clarity as to how many of their respondents were depository coordinators as opposed to Maps Librarians. Another limitation to the ARL study is that it only represents academic research libraries.

---

## DEFINITIONS

**Federal Depository Coordinator:** The person that upholds and coordinates the execution of the authority for the Federal Depository Library Program (FDLP) and its legal obligations as designated in 44 United States Code §§1901-1916. Persons in this position must attend to: acquisitions, technical processing, and cataloging of the collection regardless of format. Marketing, outreach, instruction, research, and reference also fall under the coordinators jurisdiction as well as compliance with the legally required surveys, program guideline changes, and destruction of sensitive material.

The terms Federal Depository Coordinator, Government Documents (Gov Docs) Librarian, and Government Information (Gov Info) Librarian are used interchangeably throughout this text.

**Southeast:** For the purposes of this study, the 12 states identified by the Southeastern Library Association as Southeastern States were surveyed: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, and West Virginia.

---

## METHODOLOGY

Guth, Payne and Sharpe decided to do a survey of all government depository librarians in the southeast in order to compare salary, qualifications and work environments on a regional level. After review of the literature the survey was composed using SurveyGold, version 8. Questions covered personal profiles (age, gender, ethnicity, income, years of experience in librarianship, years of experience at current position, library director status, faculty/staff status, highest degree earned, number of people respondent directly supervises, job title), workplace profiles (state, full-time status, patron base, size of library collection, size of government collection, percentage of documents received), government information job profiles (job title related to government information, percentage of time spent on government information duties, whether or not

respondent performs technical services duties), and other (were degrees instrumental in salary negotiations and a field for comments). A disclosure message preceded the questions.

After review and approval by the Augusta State University Oversight Committee on Human and Animal Research, the survey link was sent in an email to regional depository librarians in the southeast requesting that they forward it to the selective depository coordinators in their state. [See Appendix A]. A follow-up email was later sent to encourage survey response. This contact method was chosen because of out-of-date contact information in the FDLP directory and because it was believed there would be a higher response rate if the survey was sent to selective coordinators from their regional. After results were received they were compiled and analyzed to identify correlations and trends.

## ANALYTICAL SUMMARIES

*Written into the Declaration of Independence signed on July 4<sup>th</sup>, 1776, is the phrase “the depository of their public records.” This statement gave origin to the Federal Depository Library (FDLP) Program that was officially signed into existence by the Congressional Act of 1813 [§3 Stat. 140].*

### Number of Responses

According to the Federal Depository Library Directory there are 1,250 depositories in the United States with 283 of those depositories in the southeast. Of the potential depositories for this study, 60 (approximately 22%) returned a survey. [See Figure 1]. Depositories include law libraries, Supreme Court libraries, state libraries, public, academic, special, and academic research libraries. Supreme Court and private law offices may not have responded as they do not fall under the jurisdiction of the Regional Depository Librarian and therefore would not have received the request letter. [See Appendix A: Letter to Regional’s]

Responses by State											
GA	FL	AL	VA	LA	KY	SC	MS	AR	TN	NC	WV
15	10	10	10	7	5	1	1	1	1	0	0

Figure1

It should be noted that both the ALA-APA (79 respondents) and the ARL (59 respondents) Salary Survey’s received smaller response rates through their projects. However, it is unclear from these surveys the exact number of Gov Docs Librarians that responded as they were grouped in with other librarians. The ALA-APA Salary Survey uses “Government Documents/Publications” Librarians and the ARL survey grouping was “Documents/Maps” Librarians.

## Demographic Characteristics

### Age

Among those who responded to this survey, slightly more than half fell into the 41-60 ranges [See figure 2]. The “Under 30” librarians constituted the lowest percentile at only seven percent (4 respondents) with a 3:1 female to male ratio. The “61–Over” were at thirteen percent (8 respondents) with a 6:1 female to male ratio.

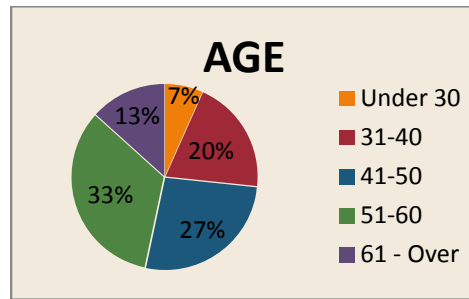


Figure 2

### Professional Experience

The survey did not find a strong correlation between years of professional experience and base salary [See Figure 3]. When asked for years of experience, we found that the “Under 30” respondents were not the only age group with fewer than five years of professional library experience. In fact, they were evenly split between the 31-40 group and the 41-50, showing that a significant amount of new librarians are entering the field later in their professional careers [See Figure 4]. Librarians with fewer than 5 years’ experience constituted seven percent of respondents. This finding along with the 2009 Library Journal survey of first-year librarians shows a shortage of new professionals specializing in Government Documents. The *Library Journal* survey found that Government Document Librarians had the lowest percentage of new librarians at 44 percent and the 26th lowest average starting salary out of 30 positions at \$35,667 (Maata, 2010a).

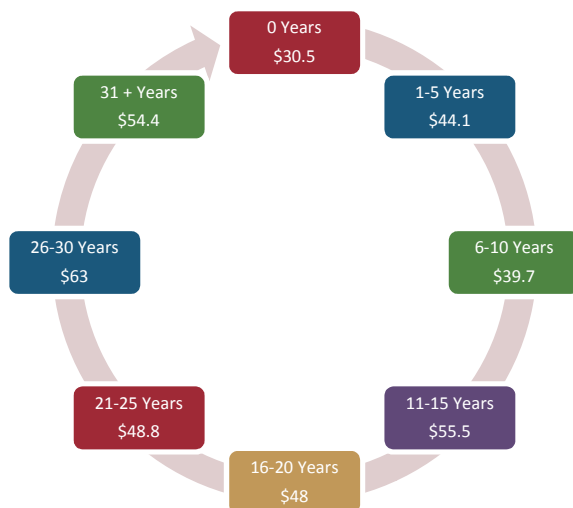


Figure 3: Salary by Years of Experience

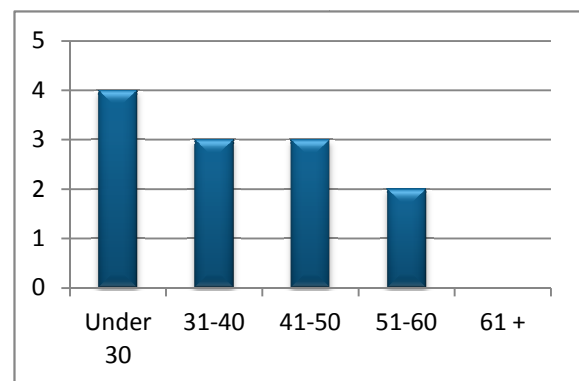


Figure 4: Gov Docs Librarians with Fewer than 5 years experience [By Age]

## Education

This study provided insight into the educational background of Federal Depository Coordinators. For instance, two respondents reported having no graduate degree, only bachelor's degrees. Both reported earning in the \$20-25k range. Neither held librarian titles. One was in an academic library and the other in a public library. It should be noted that a third individual reported earning \$19k. That individual is a Gov Docs Librarian in an academic library and does hold an M.A., not a library science degree.

As with all librarians, Gov Docs Librarians come from a wide range of educational backgrounds. While we did not ask them to list their undergraduate degrees, we did ask that they list their highest degree earned as well as all grad degrees. Out of 60 respondents, there were a reported 56 Masters of Library Science/Studies degrees, 21 other master's degrees, 2 Ph.D.s, one J.D. degree, and the two responders with no graduate degrees. The team was unable to find a direct correlation between the number or type of graduate degrees and salary. When asked if they believed the degree(s) they earned to be useful in salary negotiation most replied in the negative [See Figure 5]. One respondent wrote: "... salary negotiation is not available. It's take it-or-leave-it."

YES	NO	I DON'T KNOW	NO COMMENT
16	20	13	9
27.6%	34.5%	22.4%	15.5%

Figure 5: Degrees & Salary Negotiation

## SALARIES by GENDER and ETHNICITY

In our study, the majority of respondents (20%) earn base salaries in the \$46-50K range. Those earning \$20-25K and \$66-70K were the lowest at 5% each [See Figure 6]. Of the 60 respondents, only 8 (24%) identified themselves as ethnic minorities with 45 (76%) identifying themselves as white [See Figure 7].

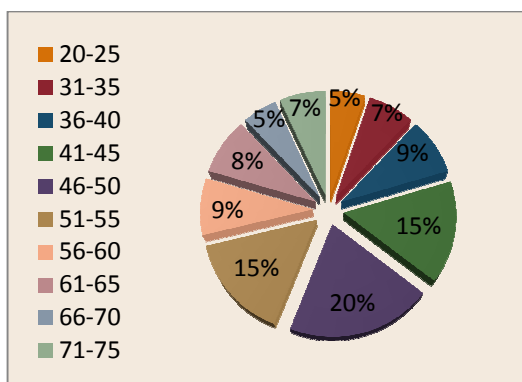


Figure 6: Base Salary (All Respondents)

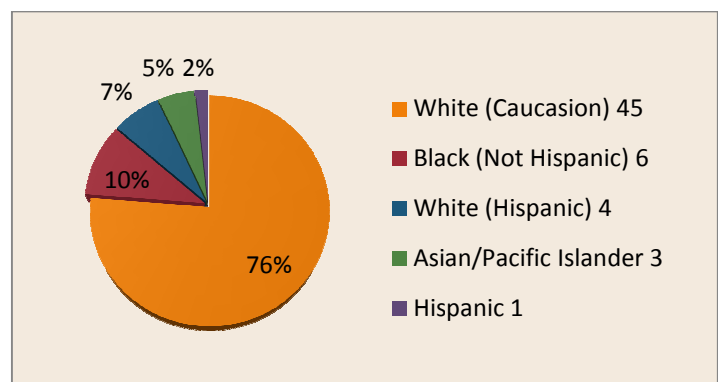


Figure 7: Ethnicity (All respondents)

According to *Library Journal's Placements & Salaries Survey 2010: Growing Equity Gap*, "Men still command higher average starting salaries than women (\$44,945 compared to \$41,514). The gender gap widened this year with the national average for women's starting salaries falling 8.3% below their male peers', increasing from 7.4% differential of 2008" (Maata, 2010a)" The ALR Annual Salary Survey 2009-2010 also showed this disparity:

Position	Women		Men		Total	
	salary	No.	salary	no	salary	No
Documents/maps	\$68,333	36	\$70,020	23	\$68,990	59

Figure 8: [data extracted from table 17: number and average salaries of ARL university librarians by position and sex, fy 2009-2010] p.42

In our study, more responses were submitted from females (49 at 81.67%) than males (11 at 13.33%). The base salaries reported do not reflect the equity gap found by the Library Journal. White females had the highest earning at approximately \$51,000 annually with white males earning the least at approximately \$35,000 [See Figure 9].

According to the *Placements & Salaries Survey 2010: Growing Equity Gap* while 20% of 2009 minority applicants were placed (an increase from 2008's 12.8%) they were hired at salaries "below the national starting averages (\$40,475, 4.2% below \$42,268)." "Minority placements in academic libraries grew from 25% of all minority jobs reported in 2008 to 31% in 2009." "[sic] salaries in academic libraries did not keep pace and followed the overall pattern of decline, losing 15% from the high of 2008 (\$37,539 compared to \$44,182)." For the Southeast, "they started out 9.7% higher (\$43,259 compared to \$39,440). In both instances, these grads obtained salaries that were higher than the overall national average" (Maata, 2010a). The results from our study reflect this disparity with both minority males and females reporting earning approximately \$46,000 annually [See Figure 9].

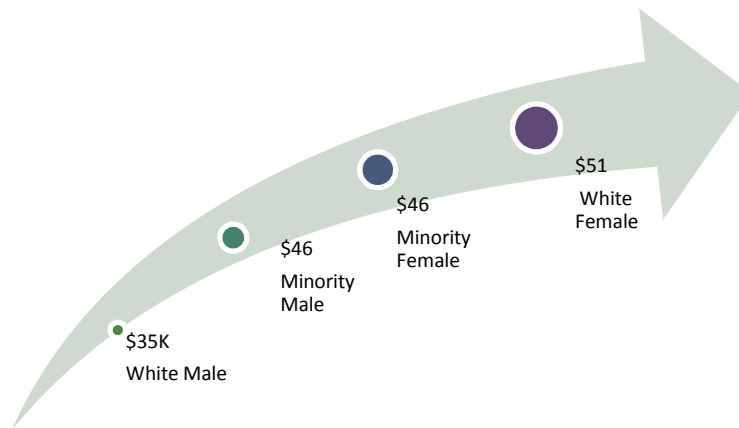


Figure 9: Salary by Gender & Ethnicity

#### SALARIES: NATIONAL vs REGIONAL

Our study found that the reported average base salary for Gov Docs Librarians in the Southeast is approximately \$47,500 (\$46-\$50K). The Bureau of Labor Statistics reports similar findings for librarians in the Southeast with the annual mean salary at \$51,871.82 [See Appendix B] with the national median annual

wage for librarians at \$56,360. The annual mean salary reported nationally for librarians is \$60,734 with the median at \$55,883 according to the ALA-APA 2010 Librarian Salary Survey.

From these findings, it appears that Gov Docs Librarians in the southeast earn less than Gov Docs Librarians nationally and less nationally

than all other librarians. Despite this, many Gov Docs Librarians still recognize the value of what they do. As one respondent expressed, “I enjoy what I do. As we know GPO has a lot of great and use(ful) information.”

#### Job titles/designators: A Rose by any Other Name

As demonstrated in Appendix C Depository Coordinators may have a great number of added responsibilities or Gov Docs may be the added responsibility to their already heavy day. One person commented in the survey, “Most of my work time is spent on my other duties. Occasionally I have reference questions related to government documents.”

Something to note from the variety of titles listed, is that there are a few that reoccur: acquisitions, reference, and instruction. The survey found that government documents duties increasingly are being folded in with technical services. It was interesting to find that only eight respondents had the title of government information librarian rather than government docs librarian. Thirteen of the respondents don’t even allude to their depository duties in their job title. They do however have some of the Federal Depository Coordinator responsibilities added to their job responsibilities either permanently or in the long-term interim. The intent of this report is not to debate job titles nor that the lack of a government title may weaken depositories, resulting in less attention to the collection, its cataloging, processing, outreach, instruction, and so forth.

#### Work environment

The goal of this study is to develop a more precise baseline reflection of government information librarians regardless of the type of library they work in or the size of their collections. As such, we received responses from 28 academic libraries, 16 academic research libraries, four public libraries, three academic law libraries, three technical colleges,

two state libraries, two special libraries, and one law or court library.

Many government document librarians were unable to specify the size of their collections as the majority of it was either not catalogued or partially under the LC and the SuDoc systems. Of this study’s respondents, 15% reported they receive 100% of government publications, while 33% selected 20-30% of government publications. Although our survey did not include a range lower than 20-30% [See Appendix D, Question 23] a few respondents informed us that they select less than that. The lowest reported in the comments was five percent. This was unanticipated and indicated a move towards smaller collections.

#### **CONCLUSION**

In the Spring of 2011, this team launched the first salary survey that sought input from all Federal Depository Coordinators regardless of type or size of the library or their official titles. This survey was the first to our knowledge for this particular type of librarian. The team was interested to learn how their job responsibilities, position titles, and salaries compared to others in the region. As no survey studies were found that included this information specifically about government information librarians, a project was begun. Human resource departments conducting pay equity studies, researchers tracking compensation trends, job seekers, and those under current contract/salary negotiations, are but a few examples of audiences who might use this data this survey.

While much of the data discusses salary comparisons and earning differences, the intent of the survey was less about salary comparison than it was about job responsibilities, qualifications, and education. From the results, the authors were able to extrapolate interesting and unexpected trends within their niche of librarianship, such as government information librarians earning lower than average salaries



when compared with librarians in general. The fact that (for government documents librarians at least) there is no direct correlation between education and salary was an unexpected find. And the validation that government document librarians more often than not hold multiple job designations or serve as subject liaisons was disheartening. The diversity revealed through the project responses further reinforced the

original idea that government information librarians do not fall into a melting pot category.

Yadira Payne was Government Information Librarian at Augusta State University and is now works at Woodworth Consolidated Library at Fort Gordon, [yadira.v.payne.naf@mail.mil](mailto:yadira.v.payne.naf@mail.mil); LuMarie F. Guth is Government Document Coordinator at Columbus State University, [mguth\\_lumarie@columbusstate.edu](mailto:mguth_lumarie@columbusstate.edu); Chris Sharpe is Government Documents Coordinator at Kennesaw State University, [mcsharpe@kennesaw.edu](mailto:mcsharpe@kennesaw.edu)

## RESOURCES LIST

---

Bureau of Labor Statistics. 2011. "Librarians." In *Occupational Outlook Handbook*. <http://bls.gov/ooh/ocos068.htm> ed. Washington, D.C: U.S. Department of Labor.

———. May 2010 National Occupational Employment and Wage Estimates United States. [cited July 11 2011]. Available from [http://www.bls.gov/oes/current/oes\\_nat.htm#25-0000](http://www.bls.gov/oes/current/oes_nat.htm#25-0000).

Carvell, Linda P. 2005. "Academic Government Documents Librarian." In *Career Opportunities in Library and Information Science*. New York: Ferguson.

Crosby, Jacquie M. 1998. "The Society of Archivists' Salary Survey 1997: An Overview." *Journal of the Society of Archivists* 19 (2): 169.

Cross, Barbara Marston, and John Richardson Jr. 1989. "The Educational Preparation of Government Information Specialists." *Journal of Education for Library and Information Science* 30 (1) (Summer): pp. 28-38.

Davis, Denise M. 2005. "Librarian Salaries in the USA: The Impact of Revenue Redistribution on Library Recruitment." *VINE: The Journal*

*of Information & Knowledge Management Systems* 35 (4): 188-95.  
doi:10.1108/03055720510637727

Grady, Jenifer, Denise Davis, American Library Association., ALA-Allied Professional Association., and American Library Association. Office for Research and Statistics. 2010. *ALA-APA Salary Survey : Librarian--Public and Academic, 2010*. [Chicago, Ill.]: ALA-APA.

Grant, Alexis. 2010. "The 50 Best Careers of 2011." *U.S. News & World Report*. December 6, <http://money.usnews.com/money/careers/articles/2010/12/06/the-50-best-careers-of-2011?PageNr=2>.

Jaschik, Scott. 2010. "The Worst Salary Year." *Inside Higher Ed*. April 12, <http://www.insidehighered.com/news/2010/04/12/salaries>.

Kyrellidou, Martha, and Les Bland. 2010. *ARL Annual Salary Survey 2009-2010*. Washington, D.C.: Association of Research Libraries, <http://www.arl.org/stats/annualsurveys/salary/sal0910.shtml>.

- Maatta, Stephanie L. 2010. "Placements & Salaries Survey 2010: Growing Equity Gap." *Library Journal* October 15, [http://www.libraryjournal.com/lj/careers/salaries/887204-473/placements\\_salaries\\_survey\\_2010.html.csp](http://www.libraryjournal.com/lj/careers/salaries/887204-473/placements_salaries_survey_2010.html.csp).
- . 2010. "Stagnant Salaries, Rising Unemployment." *Library Journal* 135 (17): 22-9.
- McMahon, James R., and Janice S. Hand. 2006. *Designing & Conducting a Salary Survey*. Scottsdale, AZ: WorldatWork.
- Nyren, Karl. 1985. "Ontario Salary Survey: Truck Drivers & Library Staff." *Library Journal* 110 (8): 20.
- O\*NET. Librarians. 2010 [cited August 2 2011]. Available from <http://www.onetonline.org/link/summary/25-4021.00>.
- Oder, Norman, Lynn Blumenstein, Josh Hadro, and Michael Rogers. 2009. "Academic Librarian Salary Survey Released." *Library Journal* 134 (10): 14.
- Smith, J. L., M. Davis, E. Graham, and S. Wheeler. 1984. "Salary Survey of the Medical Library Group of Southern California and Arizona." *Bulletin of the Medical Library Association* 72 (3): 295-300.
- Tobin, Christine T. November/December 2009. "Highlights from the Salary Survey of Diabetes Educators 2008." *The Diabetes Educator* 35 (6): 931-3. doi:10.1177/0145721709350324
- Toutkoushian, Rober K. 2003. *Unresolved Issues in Conducting Salary-Equity Studies: New Directions for Institutional Research*, no. 117. San Francisco, Calif: Jossey-Bass.
- . 2002. *Conducting Salary-Equity Studies: Alternative Approaches to Research: New Directions for Institutional Research*, no. 115. San Francisco, Calif: Jossey-Bass.
- U.S. Census Bureau. Educational Attainment Data. 2010 [cited July 27 2011]. Available from <http://www.census.gov/hhes/socdemo/education/data/cps/index.html>.
- U.S. Government Printing Office. About the Federal Depository Library Program. 2009 [cited July 27 2011]. Available from <http://www.gpoaccess.gov/libraries.html>.
- Wallace, Marc, Thomas D. McMullen, and Kate Corcoran. 2004. "Findings from the Most Recent Medical Library Association Salary Survey." *Journal of the Medical Library Association* 92 (4): 465-72.
- Watson, M. M., and S. M. Kroll. 1992. "The Association of Visual Science Librarians' Professional Status and Salary Survey." *Special Libraries* 83 (1) (Win): 26-31.
- Wilhite, Jeffrey M. 2000. "A Survey of Government Document Front-Line Employees: The Road to Service Standards Continues." *Journal of Government Information* 27 (1): 47-64.
- Yang, Zheng Ye (Lan). 2001. "An Assessment of Education and Training Needs for Government Documents Librarians in the United States." *Journal of Government Information* 28 (4): 425-39. doi:10.1016/S1352-0237(01)00323-9

## APPENDIX A: Letter to Regionals

7 March 2011

Dear Regional Depository Coordinator,

My name is Yadira V. Payne and I am the Government Information Librarian for Augusta State University's Reese Library in Augusta, Georgia. I am writing on behalf of my fellow project colleagues, LuMarie Guth and Chris Sharpe, to ask your assistance with our Southeastern Federal Depository Coordinators Salary Survey Project. This is the first time a study focusing on "gov docs" librarians has been executed, and we hope it will not only fill a research gap but also act as a springboard or resource for others. We are asking that you forward the following link to our survey through your selective depository library list-serv. The link will be active from 7 March through 31 March and the survey should take no longer than 10 minutes to complete.

<http://surveygoldplus.com/s/35DFDA2C7604481B/28.htm>

Thank you in advance for your assistance with our project. If you should have any questions or concerns, please do not hesitate to contact me via telephone (706) 729-2166 or email [ypayne@aug.edu](mailto:ypayne@aug.edu). We will be more than willing to share our results with your depositories either by presenting them in person and/or by submitting the data in articles to your state library association journals. We believe that the anonymous data collected can serve as a tool for library directors and human resource professionals as they conduct compensation studies and determine salary ranges for new and existing positions. Again, thank you for your assistance.

With Gratitude,

Yadira V. Payne  
Government Information Librarian, #0127  
Reese Library  
Augusta, GA

LuMarie F. Guth  
Government Documents Coordinator, #0120A  
Simon Schwob Memorial Library  
Columbus, GA

Chris Sharpe  
Government Documents Coordinator, #0124  
Sturgis Library  
Kennesaw, GA

**Appendix B: Bureau of Labor Statistics (Southeast Region)**

<b>Occupation: Librarians (SOC code 254021)</b>							
<b>Period: May 2010</b>							
<b>Area name</b>	<b>Employment(1)</b>	<b>Employment % relative standard error(3)</b>	<b>Hourly mean wage</b>	<b>Annual mean wage(2)</b>	<b>Wage percent relative standard error(3)</b>	<b>Hourly median wage</b>	<b>Annual median wage(2)</b>
<b>Alabama</b>	2110	3.4	24.86	51710	1.4	25.09	52190
<b>Arkansas</b>	1570	2.1	24.64	51250	1.1	24.12	50170
<b>Florida</b>	7110	2.7	26.99	56130	1.3	25.59	53230
<b>Georgia</b>	3630	2.9	28.25	58770	1.3	28.52	59330
<b>Kentucky</b>	2210	3.3	25.45	52940	1.3	25.91	53880
<b>Louisiana</b>	2080	3.2	24.15	50220	1.1	24.2	50340
<b>Mississippi</b>	1700	7.5	20.19	41990	2.3	20.21	42050
<b>North Carolina</b>	4930	2	24.51	50970	1.5	24.02	49960
<b>South Carolina</b>	2280	2.4	24.93	51840	1.5	24.79	51560
<b>Tennessee</b>	2880	1.7	23.16	48180	1.3	23.19	48230
<b>Virginia</b>	4750	2	30.29	62990	2.1	28.68	59650
Footnotes:							
(1) Estimates for detailed occupations do not sum to the totals because the totals include occupations not shown separately. Estimates do not include self-employed workers.							
(2) Annual wages have been calculated by multiplying the hourly mean wage by 2080 hours; where an hourly mean wage is not published the annual wage has been directly calculated from the reported survey data.							
(3) The relative standard error (RSE) is a measure of the reliability of a survey statistic. The smaller the relative standard error the more precise the estimate.							
SOC code: Standard Occupational Classification code -- see <a href="http://www.bls.gov/soc/home.htm">http://www.bls.gov/soc/home.htm</a>							
Data extracted on July 26 2011							

### **Appendix C: Job Titles/Designators**

[Titles in this list are in scrambled order and do not identify frequency of use]

Government Documents Librarian/Coordinator  
Regional Depository Librarian/Map Librarian  
Senior Librarian  
Division Manager of Information Resources  
Sociology Research and Information Services Manager  
Reference Specialist  
Coordinator of Reference and ILL  
Reference Librarian  
GIS Librarian  
Business/Government Documents Librarian  
Government Information Librarian/Coordinator  
Reference/Government Information Coordinator  
Subject Specialist (chose not to identify exact title)  
Government Documents Department Head  
Psychology and Political Science Specialist  
Reference and Instruction Librarian  
Library Associate  
Acquisitions Librarian  
Social Science and Humanities Librarian  
Political Science Liaison  
Rhetoric and Communications Studies Librarian  
Stats and Data Librarian  
Electronic Resources Librarian  
Library Assistant II  
Business Liaison  
Supervisor of Gov Info Department  
Library Director  
Reference and Social Work Librarian  
Government Documents and Serials Head  
Acquisitions and Access Management  
Philosophy and Theology Liaison  
History and Political Science Liaison  
Microform and Government Documents Librarian/Coordinator  
Music and government Documents Librarian  
Cataloging Librarian  
English Language and Literature Liaison

## Appendix D: Salary Survey (Questions)

### Southeastern Federal Depository Coordinators Salary Survey

#### Instructions

Thank you for taking the time to assist us as we conduct this salary survey for Federal Depository Coordinators in the Southeast. We have identified that there is a gap in the research and survey tools when it comes to "Gov Docs" Librarians. This is our attempt to fill this gap and create a resource tool for library directors and human resource professionals as they conduct compensation studies and determine salary ranges for new and existing positions.

Answer questions as they relate to you. For most answers, check the boxes most applicable to you or fill in the blanks. Please be honest in your responses. All responses are anonymous.

#### Consent Form

*1. Thank you for taking the time to complete the attached survey. You must be 18 years of age in order to participate. Please do not write your name on any part of the survey so that your responses remain anonymous. You are not required to answer any of these questions and your participation is completely voluntary. By completing the survey you are giving your consent to participate in the study. If you do not wish to participate please leave the survey blank. Thank you. If you have questions or concerns regarding this study please contact Yadira V. Payne at (706)729-2166 or ypayne@aug.edu.*

(Select only one.)

- ☐ Accept
- ☐ Decline

#### About You

This section is for collecting general demographic data. We would appreciate honest responses as this will aid our study. All responses in this entire survey are anonymous.

#### 2. Age

(Select only one.)

- ☐ Under 30
- ☐ 31-40
- ☐ 41-50
- ☐ 51-60
- ☐ 61-Over

#### 3. Gender

(Select only one.)

- ☐ Female

- ☐ Male

#### 4. Ethnicity

(Select only one.)

- ☐ Asian/Pacific Islander  
☐ Black (Hispanic)  
☐ Black (Not Hispanic; African American)  
☐ Hispanic  
☐ Native American  
☐ White (Caucasian)  
☐ White (Hispanic)  
☐ Other  
☐ I would rather not respond

#### 5. Base Salary (In thousands)

(Select only one.)

- ☐ 20-25  
☐ 26-30  
☐ 31-35  
☐ 36-40  
☐ 41-45  
☐ 46-50  
☐ 51-55  
☐ 56-60  
☐ 61-65  
☐ 66-70  
☐ 71-75  
☐ 76 - and over

#### Professional Experience

#### 6. Years of experience (as a professional librarian)

(Select only one.)

- ☐ 0 (recent graduate)  
☐ 1-5  
☐ 6-10  
☐ 11-15  
☐ 16-20  
☐ 21-25  
☐ 26-30  
☐ 31 plus years

**7. Years at current position**

**(Select only one.)**

- ☐ 0 (recent graduate)
- ☐ 1-5
- ☐ 6-10
- ☐ 11-15
- ☐ 16-20
- ☐ 21 plus years

**8. Number of people you directly supervise (staff, volunteers, and students)**

**(Select only one.)**

- ☐ 0
- ☐ 1-3
- ☐ 4-7
- ☐ 8-10
- ☐ 11 or more

**9. What percentage of your job duties are specific to your government information collection?**

**(Select only one.)**

- ☐ 1-10%
- ☐ 11-20%
- ☐ 21-30%
- ☐ 31-40%
- ☐ 41-50%
- ☐ 51-60%
- ☐ 61-70%
- ☐ 71-80%
- ☐ 81-90%
- ☐ 91-100%

**10. Do you (or your staff) perform technical services duties for your GPO items? Mark all that apply.**

**(Select all that apply.)**

- ☐ Mail processing
- ☐ Creating labels
- ☐ Cataloging (copy or original)
- ☐ Mending

**11. Are you a library director?**

**(Select only one.)**

- ☐ Yes
- ☐ No



## Education

### *12. What is (are) the highest degree(s) that you have earned?*

(Select only one.)

- ☐ Bachelor
- ☐ Masters in Library and/or Information Science
- ☐ Other Masters (not library or information discipline)
- ☐ Both MLIS + additional Masters
- ☐ Doctorate (library or information discipline)
- ☐ Doctorate

### *13. If you have multiple graduate degrees, please list them:*

### *14. Do you find that these degrees have been instrumental in successful salary negotiations?*

(Select only one.)

- ☐ Yes
- ☐ No
- ☐ I don't know
- ☐ No comment

## Job Title(s)

### *15. What is your job title related to government information?*

(Select only one.)

- ☐ Government Documents Librarian/Coordinator
- ☐ Government Information Librarian/Coordinator
- ☐ Other (please specify):

### *16. If you have multiple job titles/subject specializations as well, please list your job title as designated by your library:*

### *17. What is your job status?*

(Select only one.)

- ☐ Staff
- ☐ Administrative Faculty
- ☐ Faculty (non-tenure track)
- ☐ Faculty (tenure track but not yet tenured)
- ☐ Faculty (tenured)

## Work Environment

### 18. What type of library do you work for?

(Select only one.)

- ☐ Public Library
- ☐ Technical College Library (2-year institution)
- ☐ Technical College Library (4-year institution)
- ☐ Academic Library
- ☐ Academic Research Library
- ☐ Academic Law Library
- ☐ Law or Court Library
- ☐ Special Library
- ☐ Medical Library
- ☐ Other, please specify:

### 19. If you work in an academic setting, what is your FTS (full-time student) Total?

(Select only one.)

- ☐ I do not know
- ☐ I do not work in this environment
- ☐ Approximately:

### 20. If in a non-academic setting, please give the approximate number of patrons.

(Select only one.)

- ☐ I do not know.
- ☐ I do not work in this environment.
- ☐ Approximately:

### 21. What is the approximate size of your library's total collection?

(Select only one.)

- ☐ 50,000
- ☐ 100,000
- ☐ 200,00
- ☐ 300,000
- ☐ 500,000
- ☐ 600,000-1 Million
- ☐ I do not know.

### 22. What is the approximate size of your physical (not digital) government documents collection?

### 23. What percentage of government documents do you receive?

(Select only one.)

- ☐ 20-30%

- ☐ 30-40%
- ☐ 40-50%
- ☐ 50-60%
- ☐ 60-70%
- ☐ 70-80%
- ☐ 80-90%
- ☐ 100%

**Comments**

*24. Please leave any comments that you think will aid us as we complete the survey and begin evaluations.*

**Please provide the following (\*required)**

**State / Province\***